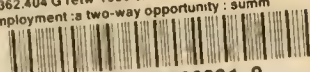


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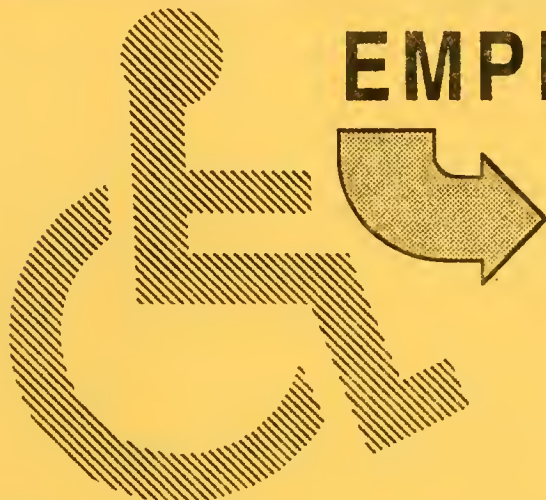
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# EMPLOYMENT: a two-way OPPORTUNITY

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## Summary Report on the 1988 Disability Employment Conference

PLEASE RETURN

prepared by

Governor's Committee on Employment  
of People with Disabilities  
Room 130, Mitchell Building  
Helena, MT 59620

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P.O. Box 1176  
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## INTRODUCTION

In 1987, The Governor's Committee on Employment of People with Disabilities (GCEPD) joined with the Human Resources Development Institute (HRDI), AFL-CIO, to sponsor the first statewide conference focusing exclusively on the employment issues of the disabled. So successful was this half day conference that the two groups expanded their efforts in 1988 and the result was a day-long conference entitled "EMPLOYMENT: A TWO WAY OPPORTUNITY."

The purposes of the 1988 conference were:

1. To provide a means for the disabled, service providers and employers to communicate the problems and possible solutions concerning the employment of disabled Montanans.
2. To focus on the current efforts to sustain and increase the numbers of employed disabled persons.
3. To target problem areas for immediate action, and report on progress at the 1989 Conference.

Recommendations from the 1987 conference lead not only to this day long format, but also to the interactive sessions and the short general session. Efforts were focused on communication between groups and individuals.

The following report summarizes the conference content and evaluations. It also proposes recommendations for the 1989 conference which will be held on October 26th in Helena, Montana.





## PROGRAM

8:00 - 8:45	Registration
8:45 - 10:00	Concurrent Information Workshops
The Bottom Line	Joe Matthews, Great Falls Vocational Rehabilitation Richard Solum, Butte Job Service Tom Cherry, Montana Supported Employment Demonstration Project Bob LeRoy, Internal Revenue Service
Networking	Ron Wilson, Governor's Committee on Employment of People with Disabilities Mike Kelly, Montana Supported Employment Demonstration Project Mary Harris, Flathead Valley Placement Network Steve White, Great Falls Transition Project
Work Incentives For the Disabled	Paul Vang, Butte Social Security Office
What Employers Look For	Marg Gustafson, Montana Power Company Tim Clark, Butte-Silver Bow Government Ron Garbarino, Project Challenge: Work Again Dan Newman, National AFL-CIO Human Resources Development Institute
10:15 - 11:45	Improving Disability Employment Opportunities
12:00 - 1:30	Luncheon General Session Governor Ted Schwinden Mike White, Keynote
2:00 - 3:15	Concurrent Technology Presentation
Computer-Assisted Adaptive Devices	Mike Myrhow, Jefferson County High School
RTC-Rural	Mike Wells, MSU Department of Mechanical Engineering Gilbert Foss, Director of Training, RTC-Rural
3:30 - 4:45	Concurrent Technology Presentations (repeated)





## THE BOTTOM LINE

This workshop was a comprehensive examination of benefits available to employers who hire the disabled. Panel members discussed tax incentives, training assistance and productive employees.

The discussion of tax incentives included the Targeted Jobs Credit and Expenditures to Remove Architectural and Transportation Barriers. The targeted jobs credit came into being at the beginning of 1979 and offers a tax credit to an employer as an incentive to hire persons from target groups having particularly high unemployment rates or other special employment needs.

The targeted jobs tax credit is equal to 40% of the first \$6,000 of qualified first-year wages paid to an eligible individual. The rate is 85% for summer youth employees and is paid up to the first \$3,000 of wages.

The speakers noted that a taxpayer may elect to treat qualified architectural and transportation barrier removal expenses as tax deductions. The total deduction for any taxable year shall not exceed \$35,000. The definitions of barriers, expenses, and qualified individuals were discussed. Over twenty examples of barrier removal projects were discussed, including ramps, parking lots, grading, warning lights, railings, raised identification and restroom remodeling.

The panel also discussed the Job Training Partnership Act (JTPA), and Supported Employment. Supported employment is paid employment supported by supervision, training, and transportation or other activities needed to sustain paid work by persons with disabilities. Programs such as JTPA and supported employment allow the disabled to enter the work force with little risk to the employer.

The success of local Butte programs as well as the continued success of federal training programs give Montana employers effective tools to assist disabled Montanans in finding and holding meaningful jobs.

## NETWORKING

This workshop examined networking in other states as well as current efforts to network in Montana. Networking allows groups and individuals to share information, brainstorm, advise each other and share frustrations in efforts to find employment for the disabled.

Mike Kelly, representing the Montana Supported Employment Demonstration Project, stressed that networks should provide a single point of access (SPA) for providers and disabled applicants. This two-fold approach allows providers to come to a SPA to share what they have to offer and to share what they can provide to each other. This maximizes a coordination of effort, services and resources and promotes the use of other agencies' services. Mike also explained interagency agreements and explored the ways networks could share financial and human resources.

Mary Harris, a representative of the Flathead Valley Placement Network, shared the successes of their local network. The Flathead group has identified ways to minimize the number of contacts needed to get quality employment for their clients. In addition to providing a coordinated local effort, this group sponsors UNWIND, a social gathering for area employers to promote future cooperation.

Steve White of the Great Falls Transition Project, provided a working example of a cooperative interagency network for development and coordination of services. The Great Falls project facilitated change and built a critical mass with a number and variety of people. In working with this concept two notes emerged. First, do not duplicate an existing network or service. Second, add to the value or improve something or leave it alone.

Mr. White then addressed the lessons learned in Great Falls. These included: do not confine the network to specific agencies; networks do not have to be long-lived or on-going, but can be short term; and always remember that networks are driven by NEEDS.

The panel concluded:

- Information is the name of the game.
- Discussion of money and its sources is essential.
- "Warm Fuzzies" help cooperation.
- Research issues before a crisis occurs.

Network can be developed easily if information, money and cooperation exist. Merely getting together is not enough. Groups must develop programs or processes that build into concrete action.

## WORK INCENTIVES FOR THE DISABLED

Paul Vang of the Butte Social Security Office reviewed the 1986 changes in the Social Security Act that provide incentives for disabled persons to re-enter the work force.

After opening with an explanation of terms and acronyms, Mr. Vang discussed Title II, Social Security Disability Insurance (SSDI) and its incentive provisions. SSDI provides for a trial work period, substantial gainful employment and an extended period of eligibility. Medicare coverage can also be extended. Mr. Vang reiterated the importance of the disability requirement for the extension of eligibility.

In discussing Supplemental Security Income (SSI), Vang mentioned such incentives as:

- impairment related work expenses
- continued payment under Vocational Rehabilitation
- sheltered workshop payments
- student eligibility
- plans for achieving self-support
- blind work expense
- special benefits for those who work (section 1619)

In closing, Mr. Vang mentioned additional information and help is available at Social Security Offices in Butte, Billings, Bozeman, Missoula, Kalispell, Great Falls, Havre, Glasgow and Miles City. Medicaid information is available throughout the state at local county welfare offices.



## WHAT EMPLOYERS LOOK FOR

This panel made a six part presentation on the right way to look for a job. In a group discussion following the presentation 12 guidelines to improve one's chances of finding a job were developed.

### "THE RIGHT WAY TO LOOK FOR A JOB"

"Finding a job is one of the toughest jobs around . . . it's a matter of selling an employer on your abilities."

### DECIDE WHAT KIND OF JOB TO GO AFTER . . .

What are you best at?

Will you be willing to relocate?

Will you need additional training or experience to get the job you want?

Is a career change the answer?

### DEVELOP EVERY POSSIBLE LEAD . . .

Eighty percent of the jobs are never advertised.

Who's opening a new office or plant, changing management or has staff openings?

Get in touch with every person you can think of and tell them that you are looking for a job . . . relatives, friends, business acquaintances, members of clubs, and organizations.

### GET IN TOUCH DIRECTLY WITH EMPLOYERS THAT HAVE A HISTORY OF EMPLOYING PEOPLE WITH DISABILITIES . . .

Write, call, and visit companies, government agencies and organizations where you would like to work.

### MAKE THE MOST OF THE INTERVIEW . . .

Approach the interview prepared and in a good frame of mind.

Be knowledgeable about the company, its business and the job you're after.

Be prepared for questions employers may ask.

Ask your own questions.

Let the employer bring up the subject of pay.

Be prepared to explain any skeletons in your closet . . . a personality conflict with last boss, a firing, a lawsuit . . . be brief, but open.

#### FOLLOW-UP ALL YOUR CONTACTS . . .

Follow-up action can enhance a favorable impression, and uncover additional job leads, even cinch the job for you.

To a "no," send a note thanking the interviewer for his time and ask if he can offer leads or suggestions for other jobs.

To a "maybe," send reminders that you remain interested and available.

#### TOOLS . . .

A resume, is a simple but effective way to sell yourself, tell an employer who you are, your past work experience. A resume should be concise and no more than two pages, preferably one page.

References, have a list ready of at least three.

A general information sheet with facts and figures necessary for filling out applications and drafting letters, social security number, bank references, etc.

A model letter, a cover letter for the resume, tailored to the circumstances, brief and to the point "why you would be good for the job."

Research material, a listing of companies, agencies, Department of Labor "Occupational Outlook Handbook"; agencies and organizations; federal agencies, counseling agencies and job search firms.

Your own files, maintain good job-hunting records or correspondence, calls, visits and key dates, names, responses and follow-up action; personal contacts who might be of help, general information, tips from articles, frequently called telephone numbers, etc.

**GUIDELINES TO IMPROVE ONE'S CHANCES TO FINDING A JOB  
DEVELOPED BY GROUP DISCUSSION BETWEEN PANELISTS AND PARTICIPANTS**

1. You improve your chances of finding a job once you realize that no one owes you a job: not life, not the government, not the industry or organization you used to work for, not the community in which you live. Back in frontier days, you rode into town and had to devise or find your own job on your own. These are frontier days.
2. You improve your chances of finding a job once you take the label off yourself (such as "I am a steelworker, or teacher, or autoworker") and think instead of yourself in terms of your skills (I am good with my hands," - "I am good at solving problems," etc.).
3. You improve your chances of finding a job if you know some alternative names for that job - or some alternative jobs where you could see the same skills - rather than trying to zero in on a job that has just one name.
4. You improve your chances of finding a job once you have more than one organization you're going after; determining that "I'm going to go back to work where I used to work" and going after only one organization is self-defeating, since there is no guarantee that that organization (or industry) will ever hire you back again. Recessions/Depressions cause entire industries to dwindle or to die, never to rise again.
5. You improve your chances of finding a job once you figure out what the people who are working, and who do have money, are willing to spend their money to get - by way of products, goods, services, or entertainment. Figure out what people are willing to spend their money for, who is offering those goods or services to them in your city, town, or geographical area, and go knock on their doors. Or, if no one is, figure out how you might.
6. You improve your chances of finding a job once you realize the job-hunt is essentially a hunt for information. Everything you know about how to "find out stuff" that you want to know is of use to you in your job-hunt. Once you know what you're looking for, asking everyone you meet, contacting everyone you know, is crucial.
7. You improve your chances of finding a job if you never put all your eggs in one basket. Not using just one method of job-hunting, but using as many different avenues as possible. Not relying on just one source of advice; but relying on as many different sources as possible. Not hanging all your



hopes on just one possible place of work; but approaching as many different places as possible.

8. You improve your chances of finding a job once you realize that going face-to-face with prospective employers is the most effective method of job-hunting. It is more effective than sending letters, more effective than mailing out resumes, more effective than using the telephone, more effective than using a go-between.
9. You improve your chances of finding a job once you decide that you are going to be gently persistent, without being obnoxious. Persistent about how much you hunt: nine to five, five days a week. Persistent about how you hunt: going back to the same places you visited two or three weeks ago, as a vacancy may have developed in the meantime.
10. You improve your chances of finding a job if you've taken the time to learn about the places you visit, before you knock on their doors. Asking your friends, visiting the library, taking the time to research the organization will put you way ahead of those who know nothing about the place, and show it.
11. You improve your chances of finding a job if you know what makes you different from (and therefore makes you stand out from) the other people who do what you do. Are you more of a perfectionist about your craft? Are you more painstaking? Do you give more attention to detail? Do you produce higher quality work? Are you more persistent about solving problems? Are you more patient with people? If you quietly know what makes you stand out from all the others who do what you do, and can communicate this clearly during interviews with employers, you greatly increase your chances of being the one chosen when there is a vacancy.
12. You improve your chances of finding a job if you go after small businesses, rather than large. Two-thirds of all the new jobs created are created by businesses with twenty or less employees.

### IMPROVING DISABILITY EMPLOYMENT OPPORTUNITIES

This portion of the conference featured three concurrent interactive sessions - A session each for persons with disabilities, service providers and employers. Discussion centered on identifying issues critical to improving disability employment opportunities. Each group looked at issues, trying to identify five and recommending how they might be resolved.

Some groups expanded their session beyond the five areas, while others limited themselves to the main five. Action issues were discussed in all three groups such as better communication, coordination of efforts and increased public awareness. Here are the results from each group:

## 1988 INTERACTIVE SESSIONS

### Employers Issues

The following surfaced as issues:

1. The need for a training program for Employers:

- Employers often have reservations that are seldom voiced and they fear the unknown when approached about hiring the disabled.
- Public and private sectors need to unite to utilize the training tools used by other employers for employing the disabled, (ie, Windmills Training.)

2. The disabled need to get to the proper sources for jobs.

- Vocational Rehabilitation groups have attempted to use a "one on one" contact with employers instead of the steady flow of counselors to employers that occurred a few years ago, however, now there isn't enough contact.

3. The Job Service as an issue.

- Job Service counselors need additional training on how to interview and deal with disabled.
- Counselors need additional training on finding the right disabled person for employers.
- They need to seek out properly qualified disabled.
- School counselors need training in networking with Job Service and/or employers to place qualified students into the hiring process.
- The disabled are not getting into the proper "source" pools, they must be on the Job Service rosters.
- Rehabilitative agencies need to input qualified applicant with job service.
- Employers need to seek disabled applicants.
- Employers could request a percentage of each job order include the disabled.

4. Why more disabled people are not applying for jobs.

- The disabled are being "labeled," sometimes early in life; this can cause a perception of "less than equal" in qualifications as well as disabilities. This attitude does not give the disabled any self esteem and can cause job rejection to be more traumatic than for the able bodied.

5. A network of employers - to employees is needed.

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### Disabled Issues

#### INTERACTIVE SESSIONS

The following surfaced as issues:

1. A need to improve employment services, especially Job Service.

- For better information and understanding of disabilities.
- For better advocacy efforts in finding employment, including decent paying jobs.
- Job Service could hire some disabled as counselors.

2. Advocacy efforts for disabled need to improve

- Transportation must be provided.
- A mail link must be established to improve communication among disabled.
- Elimination of discrimination is necessary.

3. Public awareness must be aroused

- Develop public service announcements.
- Efforts should be aimed to service providers.

4. There are concerns about new workers' compensation regulations and limitations.

- A retraining program is needed.

SERVICE PROVIDERS  
INTERACTIVE SESSION  
Issues and Resolutions

This group felt that the disabled were affected by:

1. Lack of work history.
2. Lack of jobs.
3. Lack of jobs with benefits/full and part time.
  - a. Span between benefits coverage.
4. Lack of affordable daycare.
5. Loss of medicaid (medical benefits) when employed.
6. Social security disability insurance and its limitations are a problem.
7. Lack of communication.
8. Lack of awareness of the positives in hiring the disabled.
9. Barriers for aid to family with dependent children recipients.
10. Federal regulation restrictions.
11. Lack of advocacy/support groups with/by the employed disabled.
12. Ignorance of employers needs and the help employers want.



## Actions

The above issues call for these actions:

1. Empowerment - Fight for "due" rights (legislative process).
2. Ease transitions from schools - work in early integration.
3. Restructuring jobs/opportunities in private/public sector.
  - a. Help from personnel professionals.
4. Funded support groups are needed.
5. "Disadvantaged business status" for disabled - via federal standards.
6. Create a broad - based supported employment program.
7. Inform the public of positive results.      Good public relations.
8. Advocacy support/action must be improved.
9. Direction must be provided/focus on goals for groups.
10. The disabled must overcome apathy.
  - a. i.e. voting, testifying . . .
11. Educate the public.



## System Changes Needed

The system needs the following changes:

1. More communication/cooperation.
  - a. Intergroup.
  - b. Interagency.
2. More resources to do the job.
  - a. Advocacy.
  - b. Group support.
3. More efficiency - less justification.
  - a. Work with clients - not just paperwork.
4. The system does not have to be "financially" successful to be "right" - morally successful.
5. More employer support of programs (long term).
  - a. i.e. tax breaks for long term support/employment.

## COMMON PROBLEMS AND SOLUTIONS

In the three interactive sessions several issues arose which were common to the disabled, to employers and to service providers alike. These issues will be addressed during the coming year and a report on any progress made to alleviate them will be made at the 1989 conference. The most common problems are:

1. Initiating and maintaining employer involvement.
2. Improving employment services.
3. Developing advocacy and support groups.
4. Increasing public awareness.

These common problems have led the groups involved to define several common goals to work toward in 1989. These goals are:

1. To provide educational programs for employers and the public in general. --- If all groups involved work together to increase public awareness and to unite disabled employees with prospective employers through sharing of knowledge and ideas, this goal will be accomplished.
2. To foster cooperation between Job Service, community placement networks and the disabled. --- Communication and interaction will provide increased job source pools, eliminate duplicated efforts and promote community unity.
3. To improve communication between the disabled, service providers and current or prospective employers. --- Active involvement of advocacy and support groups for all three sectors will provide a basis for the first two goals to be fulfilled.

## HOW WE CAN ACHIEVE THESE GOALS

The Governor's Committee on Employment of People With Disabilities (GCEPD), Job Service, Community Placement Networks, the Human Resource Development Institute, Supported Employment and the disabled themselves all must play a role in achieving the above goals and solving their common problems.

The Governor's Committee will work on these areas this coming year:

1. Develop and distribute a public service announcement on disabled employment.
2. Continue the awards program to recognize employer, service provider and disabled accomplishments. Work toward involving local groups in the process.
3. Organize the annual conference on disability employment issues.
4. Act as a resource and communication center for all groups.

The Job Service will work to:

1. Develop a job hotline whereby job seekers may call in and find out about job openings.
2. Train and educate employees about disability issues.
3. Promote the Merit Awards of the GCEPD and thereby promote employer accomplishments.
4. Promote hiring the disabled within their own organization.
5. Conduct special activities during October, disability awareness month, to improve the employment opportunities for the disabled.

Local Placement Networks can:

1. Participate in the GCEPD Awards program.
2. Share resources and information statewide by contacting the Governor's Committee.
3. Join forces with GCEPD, Job Service and the disabled in an annual meeting to discuss issues and resolve problems.
4. Promote the annual conference to local employers.

Supported Employment will work toward:

1. Expansion of their established efforts within communities.
2. Continue communication efforts with GCEPD.
3. Continue and expand support for the newly employed.

The Human Resources Development Institute will work:

1. To continue to provide employment opportunities to the disabled.
2. Toward continued community involvement by participating in local placement organizations/networks.

Disabled persons can:

1. Join and promote support groups.
2. Go public with the issues that concern them.
3. Seek out successful employers of disabled persons and make them known in their communities.
4. Promote local recruitment by getting other disabled persons to APPLY, APPLY, APPLY! Lack of applicants is the biggest employer complaint and the disabled can address it.

During the 1989 Disability Employment Conference in Helena a report on these issues will be presented. Each group will strive to accomplish their individual goals and work toward the common goal of providing equal employment opportunity for the disabled.

## AWARDS

The following are the 1988 Governor's Committee for the Employment of Persons with Disabilities award winners in each of four categories.



### LARGE EMPLOYER OF THE YEAR

#### 4-B's RESTAURANT, INC.

4-B's Restaurants, Inc. is a Missoula based firm which originated in Missoula some 40 years ago with one restaurant. Since then the organization has grown to over 30 locations throughout Montana, Colorado and Nevada. 4-B's has always maintained the attitude that people are to be employed because of their abilities, not because of disabilities. Over the years many disabled persons have been employed and retained by this organization, thus adding dignity and financial independence to the lives of these people. 4-B's attitude of recognizing abilities over disabilities and commitment to providing the opportunity for people to prove their real potential is worthy of emulation by all of us.



## AWARDS



### SMALL EMPLOYER OF THE YEAR

#### SKY JORDAN RESTAURANT

This small, one location restaurant has provided excellent food to the citizens of Kalispell and the surrounding area for many years. Carol Currier and Doreen Morin, the owners and operators of this establishment have maintained an attitude of allowing people to prove their real worth by giving them a chance to succeed and are committed to the idea of allowing all people such opportunities, not only those who are able bodied. Along with the long hours of work in successfully managing a restaurant, both ladies have given a great deal to the Flathead Valley and its people in the form of community activities. Carol and Doreen have both learned sign language and installed a T.D.D. phone system in their place of business to communicate with a deaf employee who started out as a dishwasher and is now learning to be a cook. They currently have two other disabled employees.



## AWARDS



### DISABLED PERSON OF THE YEAR

#### KATHY COLLINS

Ms. Collins is a teacher at C.R. Anderson Middle School in Helena. Her dedication to teaching and the students she meets is well known. Her contributions to state and local organizations serving the disabled and her development of her capabilities in overcoming her disabilities has earned her the highest respect of her students, fellow faculty members, and of this committee. Prior to teaching, Ms. Collins worked for the Independent Living Center in Helena and the National Center for Appropriate Technology. In completing the requirements for her teaching degree and certification, Kathy completed her student teaching assignment in Montana State Prison where she taught remedial English. Kathy is current-ly chairperson of the Montana Independent Living council and vice president of the Montana Independent Living Project Board of Directors.

## AWARDS

### SERVICE PROVIDERS OF THE YEAR

#### JOB CONNECTION INC.

This Billings based organization and its staff has been outstanding in providing training and employment services to many disabled persons of the Yellowstone County area. Job Connection's success in placing people with severe disabilities with quality employers is indicative of the staff's high level of skill, creativity and strength of purpose. The staff, under Rita Schilling's direction, has trained and placed in meaningful employment fifty-five mentally ill and developmentally disabled persons over the last two years. Job Connection has done an outstanding job of creating and expanding employment opportunities for disabled people in the Billings area.



Rita Schilling accepting for  
Job Connection, Inc.

## AWARDS

### SERVICE ACHIEVEMENT AWARD

#### Blair Ricks

Mr. Ricks received this award for his many hours of service on behalf of the disabled community. As former chairperson of the Governor's Committee, Mr. Ricks provided guidance and assistance in pursuit of the goal of employment for the disabled. In addition, in his position at Montana Power Company, he promoted hiring the disabled and the company has a strong reputation of equal employment for persons with disabilities.



## CONCURRENT TECHNOLOGY PRESENTATIONS

During the afternoon, two separate presentations on technological devices to aid the disabled were given and then repeated so everyone could attend. These presentations were:

COMPUTER-ASSISTED ADAPTIVE DEVICES - a workshop providing information on adaptive devices available through IBM National Support Center. It included an overview of Support Center services, a demonstration of a screen reader for the blind, and an augmented phone system for the deaf. This information was presented by Mike Myrhow.

RTC-RURAL - a workshop on the services provided by the Research and Training Center (RTC-RURAL) with special emphasis on engineered devices to enhance the quality of life of Montana's rural disabled population. This presentation was given by Mike Wells from Montana State University's Department of Mechanical Engineering and Gilbert Foss, Director of Training at RTC-Rural.

### Computer-Assisted Adaptive Devices

Information on Adaptive Devices available from the IBM National Support Center in Atlanta, Georgia, was presented by Mike Myrhow. Mike is a teacher at Jefferson High School and is associated with IBM in the capacity of an Education Information Specialist.

The Screen Reader for the blind and/or the visually impaired was described and demonstrated on a Personal Computer. This demonstration lasted about 45 minutes. In a second 45 minute presentation information about the augmented phone system which also runs on a PC was also disseminated along with a demonstration and hands-on experimentation by some members of the audience.

Mr. Myrhow also gave a brief overview about the National Support Center and information and pamphlets were given out.

Approximately 45 people attended the above session. Because of the lateness of the day and the number of people attending the first session, the second session was not held.

### RTC-RURAL

The RTC-Rural technology presentation was a joint presentation made by the Research and Training Center (RTC) from the University of Montana at Missoula and the Mechanical Engineering Department from Montana State University at Bozeman.

This collaborated effort described a five-year grant to develop and disseminate technology which enables rural disabled persons to become more independent. The session focused on a review of the scope and mission of research and training centers across the country. Mike Wells and Gilbert Fossi gave examples of technological innovations and reviewed the unique purposes and functions of RTC in Montana.

Further information on upcoming technology can be obtained from Wells and Fossi at their respective universities.



## EVALUATION

The following statistics are taken from the evaluation forms returned after the conference. Twenty-one evaluations were returned.

1. As a participant did you have the opportunity to express your concerns, identify issues, and make recommendations?

Yes: 18 No: 1

Comment: Much more focused than last year.

2. Did the conference duplicate other regularly held meetings where disabled employment issues are discussed? If so, which ones?

Yes: 2 No: 12

Comment: There was duplication in disability employment issues and concurrent information workshops.

3. Please rate each individual session which you attended as to overall effectiveness, and make appropriate comments in the space provided.

A. The Bottom Line

Outstanding: 4 Above Average: 2

Comments: Very informative; lots of information and the speakers were well versed.

B. Networking

Outstanding: 6 Above Average: 3 Average: 3

Comments: 1. Got some good ideas.

2. Information and input was interesting, but no solutions were offered -- focus on the problems.

3. Need more time to discuss and hopefully resolve issues mentioned.

C. Work Incentives

Outstanding: 2 Above Average: 4 Average: 2

Comments: 1. Very excellent workshop.

2. A little dry.

D. What Employers Look For

Outstanding: 2 Above Average: 5 Average: 1

Comments: 1. Well put together -- liked early submission of items.

2. Music was distracting.

3. Actual case histories were good.



E. Improving Employment Opportunities

Above Average: 5      Average: 1      Below Average: 2

Comments: Input good, but focus on problems.

F. General Session

Outstanding: 9      Above Average: 6      Average: 1

Comments: 1. Very well put together.  
2. Long winded.  
3. More of this type of recognition is needed.  
4. Much improved over last year.  
5. It was good.

G. Computer Devices

Outstanding: 5      Above Average: 3      Average: 2

Comments: 1. Very interesting.  
2. Industry items were interesting.  
3. Very interesting devices.

H. RTC-Rural

Outstanding: 2      Average: 2      Poor: 2

Comments: 1. Not prepared well enough, read too much off overhead.  
2. Got interesting at the very end by use of examples.  
3. Last five minutes were great.  
4. Didn't use examples.  
5. Wish there was more time to see projects at MSU.  
6. Didn't run a second time.

I. Overall Conference

Outstanding: 7      Above Average: 7      Average: 2

Comments: 1. Awards presentation was great.  
2. Very enjoyable.  
3. This is needed more often than once a year.  
4. Thanks....  
5. Much better -- keep it coming year after year.  
6. Great noon program.

4. In the space below please make any suggestions which would improve future conferences, make comments on the adequacy of facilities, and/or identify any issues not covered in the conference you feel are important.

1. No smoking during general session.

2. Make it a two-day conference.

3. An eye opener -- good job.
4. Facilities accessible and very adequate.
5. I plan to go again next year.
6. Add problem solving exercises and more interaction to build links between groups.
7. Add a panel of employers to give their perspectives and experiences with disabled employees.
8. Facilities were great -- need more hands on and specific examples as opposed to factual data.
9. Would like a list of names and telephone numbers of key persons identifying their expertise so we can network.
10. Include more employers in the conference.
11. Use more lighting around or on display tables.
12. I like these kinds of workshops with new names, ideas, etc.
13. A question: "How can we get more employers involved enough to even attend?"
14. We need someone to work with employers in hiring the disabled.
15. Have a joint general session where employers, the disabled and service providers come together to discuss issues.
16. It was too much for one day. If you have it for only a day, stick to the schedule and do not run over.
17. Some of the people asked to be there didn't know where to go or which session to attend. When people are invited, they should be advised beforehand.



Full House



Keynote - Mike White



Sign Language  
Breaks Down Barriers



Ron Wilson, 1988 Exec. Dir.  
Gordon Hage, Chair, GCEPD

1988

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## RECOMMENDATIONS

As with most conferences, people felt there wasn't enough time to see it all or hear it all at the 1988 Disability Employment Conference. Some specific recommendations arising from Committee input and the evaluations were:

- Choose a specific, narrow theme and concentrate on it.
- Provide a more in-depth introduction to each session.
- Provide more time to see all displays and to visit the information tables.
- Have one large group session and only two panels plus an interactive session.
- If the theme is not narrowed or more specialized, then expand the conference to two days.

## GOALS

Several goals for our next conference emerged as we looked over Conference '88. The four main goals, which shall become objectives for the 1989 conference are:

1. Get more employers to the actual conference so they can see for themselves the successfully employed disabled and the opportunities awaiting them if they hire persons with disabilities.
2. Have a workshop on the Job Service. Let the public know what the role of the Job Service is; what the clients are expected to do and how to increase cooperation and communication between both.
3. Invite more participation by local placement networks. Provide the opportunity to increase coordination between groups around the state and the GCEPD.
4. Link disabled persons with employers via information booths, placement hints and workshops.



1989 DISABILITY EMPLOYMENT CONFERENCE

OCTOBER 24, 1989

Colonial Inn

HELENA, MONTANA

FOR MORE INFORMATION CONTACT:

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HELENA, MONTANA 59620



